

SPECIAL
POINTS OF
INTEREST:

- Year of Progress
- Legislation
- ELA/30 Year
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Free Speech

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SUMMER 2007

Another Year of Progress

— Barbara Bessey, DLI

This issue is to celebrate another year for the ICCW. Many thanks to our present officers, many of whom will not be returning for the 2007-2008 year: Monica Abbott, Chair; Michelle Robinson, Vice-Chair; Lenora Adams, Historian; JereAnn Nelson, Secretary; and Sheree Isola, Treasurer.

Next year's officers that will begin serving in September will be: Monica Abbott, Chair; Barbara Bessey, Vice-Chair; Lindra Davies, Historian; Erin Ricci, Secretary; and Melody Scoble, Treasurer.

Monica Abbott was asked by the Governor's office to Chair our organization when Shannon Stober left her employment with the State of Montana. Monica jumped right in with vigor to

fulfill her duties as chair. She proved to have grace and leadership qualities befitting the role of Chair.



Some ICCW Members with
Governor Schweitzer
June, 2007

Michelle Robinson did a wonderful job in bringing some class to the ICCW newsletter. It will be my new job to bring interesting articles and interviews to the newsletter. I have to say that Michelle has been an exceptional

mentor and friend this last year.

I am sure that ICCW brought together many other women that worked on subcommittees that have now formed lasting friendships even when their year of service has been fulfilled.

As our readers will glean from reading this issue of Free Speech, ICCW was very busy this year with many projects that we hope shed a favorable light on everyone's outstanding service. The officers of ICCW would like to encourage more participation by the alternate members by participating on subcommittees and not just attending a meeting that the voting member has asked for coverage.

Service with ICCW can be very rewarding.

Legislative Subcommittee

The Legislative Subcommittee, chaired by Lynn Eneas, and committee members Jeri Duran, Jackie Williams, Jan Brown and Joan Reiman, initially focused on 44 bills this session. Of the 44, 28 were introduced and only eight passed. The bills that passed were: HB 13 — Pay plan for state employees; HB 62 — Authorize contributions of an-

nual leave to sick leave fund; HB 120 — Revise day care law; SB 12 — Revise community college funding; SB 22 — Allow expansion of CHIP eligibility up to 175% of federal poverty level; SB 89 — Providing for breast feeding in the workplace; SB 116 — Security freeze authority for consumer credit reports; and SB 387 — Cancer screening disclo-

sure for insurance companies. The Legislative Subcommittee established a preference list and collected e-mails from members who wanted to be included in updates. In future years, this committee would like to have the bills listed on ICCW's web site to keep interested state employees informed.

9th Annual Excellence in Leadership Awards Ceremony

— Michelle Robinson

On May 16, 2007, Lt. Governor John Bohlinger presented awards to three individuals who exhibit outstanding leadership qualities, who recognize the value of women in the workplace, and who actively encourage women to move forward and upward in state government, private and public sectors.

The winners were selected from state government, the private sector, and the public sector. Nominees in **State Government** were Pam Bucy (DOJ); Sue Daly (FWP); Katherine Dalton (DOJ); Linda

Davis (DOA); Janet Hess-Herbert (FWP); Patti Kebler (Office of the Governor); Vicky Koch (Retired—DOT); and Kathleen McNeill (DOA). Nominees in **Private**

Sector: Sue Holmgren (Owner—Essentials Day Spa, Kalispell); and Lyle Knight (Pres./CEO—First Interstate BancSystem, Billings). Nominees in **Public Sector:** Terry Kendrick (Policy Analyst/Proj. Dir.—The Policy Institute, Helena); Vonda Limpy (Bd Member/Form. Dir.—Prayer Lodge, Busby); June Sprout (Superintendent— Cascade

Schools, Cascade); and Margaret “Peggy” Tonon, (Dir. of Student Affairs & Clinical Dir.— School of Law, UM, Missoula).

The Winners are respectively Annie M. Goodwin Div. of Banking & Fin. Inst. Comm., DOA; Sandy Schull, Owner, Birds & Beasleys Art Gift Gallery & Backyard Birding Supplies, Helena; and George M. Dennison, Pres. of UM, Missoula.



ICCW Celebrated 30 Years at the 9th Annual ELA Ceremony

ICCW celebrated 30 years at the 9th annual Excellence in Leadership Awards Ceremony. ICCW founding member Joan Duncan opened the event by sharing how ICCW was established by Executive Order of the Governor in 1976 to create positive change for all state employees by promoting the full participation of women in state government.

According to Duncan, ICCW members are still accomplishing what she had envisioned 30 years ago.

Thirty years ago, Duncan was instrumental in conducting the 1977 Survey of Montana Women & Work. This survey was conducted by the Women's Policy Committee of the Department of Labor and Industry in cooperation with the Montana Women's Bureau.

In continuing the work of our founder, next year's members may embark with the task of sending the survey back out to Montana's female workforce. The survey will provide a comparison of women's

attitudes towards work in 1977 as compared to women's attitudes in the 2007 workforce.

ICCW is looking for a partnering agency to sponsor the survey. If interested, contact Barbara Bessey at 444-4493 or bbessey@mt.gov



“I am so proud of what has been accomplished and what is in the planning stages that I still think of it as my personal little baby.”

-Joan Duncan

ELA & 30 Yr. Anniversary Subcommittees

The ELA Subcommittee was co-chaired by Vicki Schiller-Long and Pam Spore, and other committee members were Susan Ockert, Betty Warren, Pam Boggs, Billie Rusek, and Lenore Adams.

The 30 Year Subcommittee was chaired by Lindra Davies, and other committee members were Monica Abbott, Sheree Isola, Betty Huck-

ins, Christy Reardon, and Wendy Neumann. These two groups of ladies worked very hard to celebrate women and their accomplishments. A considerable amount of time was spent locating sponsors, food and flower donators, and previous ICCW charter members. A good turnout of charter members for the celebration was impressive. Those that could not be in atten-

dance sent heart-felt appreciation for the continuing efforts of ICCW. The ICCW membership felt that the subcommittees' efforts were wonderful and that the awards ceremony was our most visible event in recognition of those that assist women in their personal & professional development.



May 19, 2007
Helena, MT



I think education is power. I think that being able to communicate with people is power. One of my main goals on the planet is to encourage people to empower themselves.

— Oprah Winfrey

Preventative Health/Work-Life Subcommittees

The Preventative Health/ Work-Life Subcommittees were co-chaired by Colleen Owen and Erin Ricci, and other members were Linda Davis, Cassie Egbert, Britt Long, Jennifer Weiss, Casey Barrs, Melody Scoble, Lynnette Radonich, and Brandi Hamilton. These two subcommittees attempted to tackle many issues that were important to ICCW. They initially looked into workplace exercise options and workplace massage therapy offerings. These committees plan to work further on these two issues

next year. Dahl Smilie, Chief Legal Counsel for DOA has given ICCW permission to offer exercise classes on state property. These subcommittees look forward to achieving this goal in 2007-2008. The members also wanted to start work on telecommuting and flex scheduling, however, ran out of time to concentrate on these issues.

These groups assisted at the May 2, 2007 Women's Heath Fair held in the Capitol's Rotunda.

They arranged for massage therapists to give free 10 minute massages to anyone enjoying the health fair. It was a huge hit!! "The Motherhood Manifesto" was shown on a computer throughout the day at the table. These two subcommittees also became involved with the Race for the Cure, which consumed a significant amount of time. This was a wonderful program and the group looks forward to participating next year.

ICCW's Extra Projects Through the Year

ICCW was involved in several other special projects that came up either because in the past it was an ICCW tradition, or something new for ICCW to be visible to the Helena community.

In November, ICCW members collected and gave a substantial donation of food to Food Share.

In December, ICCW members collected toys for the local Toys for Tots collection by the U. S. Marine Corps Reserve Program. Lt. Governor John Bohlinger was on hand for the presentation of

toys to James (Jim) Heffernan.

March 20th, ICCW members organized a private showing of "The Motherhood Manifesto" at the Lewis & Clark County Library for members only. The group also worked with the local Mom's Rising group to show "The Motherhood Manifesto" at the Myrna Loy on March 24th. The training subcommittee promoted the showing to the staff at the Florence Crittenton Home, of which several young women from the transitional

program attended the showing at the Myrna Loy.

With approval and support from Governor Schweitzer's Office, Michelle Robinson, with the assistance of members of the training committee & other state employees, was monumental in bringing an excellent program for the children of state employees for "Take Our Daughters & Sons to Work" on April 26th.

These are some of ICCW's visible contributions to Montana's communities.

Training Resources

Even though ICCW takes a break from service during July and August, ICCW's training resources are still available for check out.

The Art of Being Assertive: Become Positive, Effective and Successful—The Assertive Way. Ever feel like people don't really hear what you're saying . . . don't respect your ideas and opinions . . . and overlook your contri-

butions? Jennifer Curtet offers ideas, techniques, and how-to's for upping your "Assertiveness IQ". She reveals how to alter your mind-set, transform your behavior, and tailor your communication style to reflect a more confident, self-assured, assertive personality.

How to Communicate with Power, Diplomacy and Tact: Essential Skills for Effective

Communication. Dr. Robert Tracz will show you how to rid yourself of both the verbal and nonverbal "weak links" that can lead to misunderstandings, mixed messages, and unconscious blunders. Dr. Tracz uses practical exercises, revealing examples, and anecdotes to deliver the expert tips, techniques, and "how-tos" you need to get your point across with power, diplomacy, and tact.

ICCW

Tentative Schedule for 2007-2008 1:30 PM to 3:00 PM

INTERAGENCY COMMITTEE FOR CHANGE BY WOMEN

ICCW

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Creating positive change for all state employees by promoting the full participation of women in state government.

September 20, 2007 (2 hours)

Capitol, Room 317

October 18, 2007

Walt Sullivan, Room 104

November 15, 2007

FWP, 1st Floor

December 13, 2007

Mitchell, Room 136

January 17, 2008

Walt Sullivan, Room 104

February 21, 2008

Propose FWP

March 20, 2008

Mitchell, Room 136

April 17, 2008

Walt Sullivan, Room 104

May 15, 2008

TBA due to ELA

June 19, 2008

Propose FWP

**Visit ICCW on the web
www.mdt.mt.gov/iccw/**

Training Subcommittee

— Barbara Bessey, DLI

The Training Committee was chaired by Jacquie Gibson, and other members were Barbara Pepper-Rotness, Libby Groves, and Barbara Bessey.

The training subcommittee was busy the first few days after the general meeting in October putting together the first Brown Bag Lunch presentation for November. Although the committee brought well known or prestigious speakers in for the BBs, the attendance this year was very poor. Thus, next year's subcommittee members may decide to either add a couple of other options, such as, showing of training materials and establishing state employee "mentoring circles" or eliminate Brown Bag Lunch pres-



entations all together.

Another task of this subcommittee was to promote the existing training resources that ICCW has acquired over the years. By featuring at least a couple of the training resources in Free Speech each month, it increased the volume of requests. Next year's committee may want to concentrate on gathering donations of no longer used training resources from state government agencies and adding them to ICCW's collection. Word of mouth to the private and public sectors may also bring donations of training materials to ICCW.

The training subcommittee also considered a few different mentoring prospects. This committee spent a considerable amount of time arranging short-term mentoring to young women in the transitional program at

the Florence Crittenton Home. A few sessions were held in the evenings with young women who have had their babies, but are now trying to transition back into the workforce, finding housing, or moving back home. The young women that did receive support from ICCW members were very grateful for the insight and realized that they are not alone. There are women in state government that have been where these young women now find themselves in their young lives. With support from state employees and the Helena community, they too may turn their lives around.

Training committee members assisted with several other special projects.

